



PRESIDENTIAL MANAGEMENT FELLOWS (PMF)

FACT SHEET

WHO MAY BE CONSIDERED: Social Security's PMF Program is open to masters, law, or doctoral-level students selected as PMF Finalists by the U.S. Office of Personnel Management (OPM).

OVERVIEW: Social Security offers a well-structured program for the Presidential Management Fellows (PMF) who choose a career with our agency. Our program provides PMF with training and high-level work experiences to prepare them for future leadership positions. Our program exposes Fellows to a variety of developmental experiences, such as rotational assignments, classroom and online training, and other planned activities. The program helps individuals discover their potential for leadership by improving their ability to exercise, influence, and achieve objectives both individually and where collaborative interdependent leadership is required.

DEVELOPMENTAL ACTIVITIES: Individuals selected for Social Security's PMF Program must complete a variety of activities that focus on the development of their leadership skills.

Competency Assessment	Fellows complete a systematic assessment called the Leadership Effectiveness Inventory (LEI), an OPM tool designed to measure competencies and determine developmental needs. The LEI assesses current proficiency levels in more than 100 leadership tasks and activities against the 28 competencies that comprise the leadership effectiveness framework. This additional feedback assists in identifying assignments and training opportunities that enhance and/or develop the PMF's leadership competencies.
Mentor Selection	Fellows must select a Social Security executive, manager, or team leader at the GS-14 level or above to serve as a mentor. The mentor assists in the development of the Individual Development Plan (IDP) and provides general guidance and advice throughout the program.
IDP	Fellows must develop an IDP that develops their competencies. The IDP will identify planned activities that reflect Social Security's organizational goals and the candidates' individual development needs. The IDP must be approved by the home component, mentor, and the Office of Learning.



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Developmental Assignments	<p>Fellows are encouraged to select a variety of assignments that offer highly challenging experiences. The guidelines for developmental assignments are as follows:</p> <ul style="list-style-type: none"> • Fellows must complete four developmental assignments of 6-months duration during the 2-year program. • All assignments must be consecutive—there can be no breaks between assignments. • The Fellow’s first assignment must be in the target position with full-time responsibilities in the hiring component. • At least one assignment must be outside the hiring component. • One assignment can be in any component. • Headquarters and Regional Office (RO) fellows must complete one 6-month assignment in a local “Operations” claims processing position. • Field office fellows must complete one 6-month RO assignment.
Training	<ul style="list-style-type: none"> • Fellows must complete both Social Security’s and OPM’s PMF Orientations. • Fellows must complete core training for a total of 160 training hours during the 2-year program (80 hours each year). • Fellows must complete any job-specific training required for their target positions. • Fellows must complete Programmatic Training
Other Learning Activities	<ul style="list-style-type: none"> • Fellows are encouraged to keep abreast of the latest in leadership reading materials throughout their 2-year program

SALARY AND PROMOTIONS: Social Security appoints Fellows to a 2-year Excepted Service position under the General Schedule (GS) pay system at the 9, 11, or 12 grade level based on qualifications. General Schedule salaries vary by locality. A complete list of locality pay tables is available on the OPM website at [salary tables for the nation](#).

Social Security promotes Fellows to the next higher grade (GS-11 or GS-12) after successfully completing 52 weeks at the lower grade level. Fellows may be promoted to the GS-13 level within the program, but there is no guarantee of a promotion to this level.



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CONVERSION: Social Security converts all PMF who meet the citizenship requirements to full-time, permanent positions after certification of their successful completion of all program requirements. It is Social Security policy for Fellows to be promoted to, at a minimum, the GS-12 level upon successful completion of the program.

BENEFITS: Fellows are Federal employees, entitled to the full range of associated benefits, including health and life insurance, retirement, matched contributions into the Thrift Savings Plan, and several types of paid leave (in addition to Federal holidays).

ADDITIONAL INFORMATION: You may obtain additional information about SSA's PMF Program by contacting:

Office of Learning (OL)
Center for Employee and Leadership Development (CELD)
Room 100 East High Rise (EHR) Building
6401 Security Boulevard
Baltimore, Maryland 21235-6401

PMF Coordinators:

Damon Leach	410.965.4876
Matt Gottlieb	410.965.0849